



# M e m o r a n d u m

To: Panel Members Date: August 27, 2004

From: Ruby Cohen, Manager Ref. No.: 05-0012  
Sacramento Regional Office Analyst: K. Summerfield

Subject: SMALL BUSINESS FAST TRACK AGREEMENT FOR EMPLOYERS WITH 100 OR FEWER EMPLOYEES

Contractor's Legal Name: Spectrum Organic Products, Inc.

Agreement Term Dates: September 6, 2004 – September 5, 2005

Turnover Rate: 17%

County(ies) Served: Sonoma Rural: Yes \_\_\_\_\_ No X

Number of Full-Time Workers: 62 Number to be Trained: 30

Occupations to be Trained: Office Staff and Managers (2)

Range of Hourly Wages at Retention: \$12.00 – \$45.67

Health Benefits: N/A

Type of Industry: Manufacturing

Nature of Business: Gourmet Organic Food Products

Aero Space or Aircraft Industry Supplier: Yes: No: X

Training Project Profile: Out-of-State Competition

Repeat Contractor: No

Strategic Category/Legislative Priority: Promotion of California's Manufacturing Workforce

Type of Training: Computer Skills and Continuous Improvement

ETP Funding Amount: \$6,600

Employer Contribution: \$5,170.56 in trainee wages

Average Cost per Trainee: \$220

Union Representation: No

Referred By: California Manufacturing Technology Association

Subcontractors: Personnel Perspective from Santa Rosa

Comments: Although health benefits of \$1.61 per hour are paid by the employer, they are not being used to meet ETP's minimum wage requirement.

Contractor agrees that during ETP-funded training hours, trainees will not produce products or provide services which will ultimately be sold.

No executive who has the authority to set company policy will be trained under this Agreement except for the owner.